

# OFFICIAL MINUTES

**May 28, 2010, 29<sup>th</sup> DAY OF  
THE APRIL ADJOURN TERM**

The County Commission met in The Commissioner's Hearing Room at 8:30 AM with Chuck Pennel and Jim Strafuss present, and Danny Strahan absent. The following proceedings were had and made a matter of record:

## **AGENDA REVIEW**

Commissioner Strafuss moved to approve the Tuesday agenda for June 1, 2010. Commissioner Pennel seconded the motion. The motion passed by vote: Pennel (aye), Strafuss (aye) and Strahan (absent).

## **NAP GRANT**

Commissioner Strafuss moved to approve the Neighborhood Assistance Program Application for the Family Health Center, pending legal approval. Commissioner Pennel seconded the motion. The motion passed by vote: Pennel (aye), Strafuss (aye) and Strahan (absent).

**RECESS  
8:31 AM**

**RECONVENED  
8:40 AM**

The Commission reconvened with Chuck Pennel, Jim Strafuss and Danny Strahan present.

## **SICK LEAVE POLICY**

Commissioner Strafuss proposed a retirement benefit program where employees would be paid a set dollar amount based on years of tenure.

Bob Paulson advised the Commission on the legality of the proposed program.

Commissioner Strahan spoke to the Commission about a sick-leave policy he had researched.

Commissioner Pennel moved to begin, as of May 1, 2010, a policy to pay retiring employees their unused sick hours with a payout of 25% for 10 years, 40% for 15 years and 50% for 20 years. Motion died for lack of a second.

Commissioner Pennel left the meeting at 9:45 a.m.

Commissioner Pennel re-entered the meeting at 9:46 a.m.

Commissioner Straffuss moved to adopt the following policy, as amended:

## Early Retirement Policy for Full Time Employees at Taney County

### **Policy Description**

#### **Purpose**

This policy is designed to compensate employees at Taney County as they prepare for retirement.

#### **Policy**

1. **Eligibility.** Any current Full-time employee at Taney County may apply to the H.R. department for a retirement agreement. A current employee is defined as an employee that is currently in the payroll system and receiving regular pay checks. The decision to request a retirement agreement is at the sole discretion of the employee member. No employee member shall, in any manner, be coerced by any Taney County elected official or employee to request or accept a retirement agreement.
2. **Tenure Status.** After application is completed, the employee member shall voluntarily and irrevocably relinquish employment at the inception of the agreement period.
3. **Compensation.** Taney County shall compensate any employee qualifying for the retirement agreement, \$200 (two-hundred dollars) for each year of service. The Retirement Agreement compensation shall be paid on the final check to the employee.
4. **Elected Officials** do not qualify
5. **Policy Sunsets** on Oct 31, 2010 5:00pm

Assessor James Strahan and Donna Neeley proposed changes and discussed concerns on the policy.

Maggie Noe questioned the Commission on the renewal of the policy and its association with the possible impending budget issues.

**RECESS**  
**10:07 AM**

**RECONVENED**  
**10:18 AM**

Commissioner Strafuss amended his prior motion dollar figure from \$175.00 to \$200.00. Commissioner Strahan seconded the motion.

Linda Reynolds spoke about the minimum age requirements that the Commission needed to consider that are associated with current County retirement plans.

Assessor James Strahan stated his support for a timeframe on the policy to assess whether or not the program was good or bad government.

Commissioner Strafuss called for the vote. Commissioner Strahan seconded the call for a vote.

The motion passed by vote: Pennel (nay), Strafuss (aye) and Strahan (aye).

#### **ADMINISTRATIVE & DEPARTMENTAL FUNCTIONS**

The Commission discussed the RTU 10 unit status.

Presiding Commissioner Pennel declared a recess.

**RECESS**  
**10:55 AM**

The minutes were taken and typed by Cristy Smith, Deputy Clerk.